



FAA Internal Substance Abuse Program Quarterly Newsletter

Drug and Alcohol Testing

April 2000

Issue 1

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Program Updates

BAE Systems

➔Effective November 1999, Marconi, the drug and alcohol contract collector for the FAA merged with British Aerospace. Their new name is BAE Systems.

Hemp Seed Oil

➔The growing popularity of food products that contain hemp oil presents difficulties in the workplace (natural hemp oil contains the hallucinogen, THC, also found in marijuana). Hemp oil in food products that does not have THC removed is illegal in the US but some food products sold in the US still contain hemp oil THC. The use of any food product with hemp oil THC is **NOT** an acceptable excuse to downgrade an FAA positive THC test result. IT'S THE EMPLOYEE'S RESPONSIBILITY TO KNOW WHETHER THE HEMP OIL FOOD PRODUCT HE OR SHE EATS IS LEGAL OR NOT. MAYBE ALL HEMP OIL FOOD PRODUCTS SHOULD BE AVOIDED.

Upcoming Event

Alcohol Awareness Month

➔The Internal Substance Abuse Program will observe Alcohol Awareness Month in April. Awareness concerning the negative consequences of alcohol misuse will be emphasized during this time.

Education and Awareness

Is it worth it?

Getting arrested for drunk driving costs an individual a lot, including... ..

- 1) Monetary costs totaling \$4,000 to \$6,000 depending on where the arrest takes place, for attorney fees, insurance rate increase, fines, towing, court costs and bonding fees.
- 2) A driving while intoxicated (DWI) arrest is a Class1 misdemeanor. While a DWI conviction can be expunged from a driving record, it remains part of your criminal record for your life.
- 3) You must say "YES" that you have been convicted of a crime when filling out job applications.

You must find a high-risk insurance company because nine out of ten insurance companies automatically cancel a driver who has been convicted of a DWI violation.

- 4) Insurance rates increase up to \$1,000 each year above and beyond the normal rates, for 3 to 5 years, after the conviction.
- 5) An employee will lose at least a ½ day of work for court appearances for a first DWI offense and a whole day for a second offense.
- 6) Your driver's license can be revoked if you are convicted of drunk driving.

Information provided by: Washington Regional Alcohol Program (WRAP), Vienna, VA

Questions and Answers

Q. Who can be drug or alcohol tested?

A.

POLICY. Executive Order (EO) 12564 (1986) and the Omnibus Transportation Employee Testing Act of 1991 (the Act) provide the statutory authority for drug and alcohol testing conducted by the Department of Transportation (DOT) under DOT Order 3910.1C, Drug and Alcohol-Free Workplace. All testing designated positions (TDP) are determined by the DOT in accordance with the EO and the Act. A listing of TDP's is provided in DOT Order 3910.1C.

TESTING OF TDP's. TDP's who are covered under the EO are subject to drug testing only. TDP's who are covered under the Act are subject to both drug and alcohol testing. The difference between the EO and the Act is that the EO authorizes drug testing of safety- and security-sensitive TDP's while the Act authorizes drug and alcohol testing of safety-sensitive TDP's only.

TYPES OF TESTING FOR TDP's. Any employee in a TDP is subject to the following five types testing irrespective of whether that employee is tested for drug only, or for both drugs and alcohol. The types of testing are: (1) random, (2) pre-employment/pre-appointment, (3) reasonable suspicion, (4) post accident, and (5) return-to-duty/follow-up. In addition, all applicants for TDP's are subject to pre-employment/pre-appointment drug testing (applicants are not tested for alcohol).

TESTING OF NON-TDP's. In the limited situations below, employees in non-TDP's are subject to drug testing. Employees in a non-TDP are not subject to alcohol testing.

TYPE OF TESTING FOR NON-TDP's. Any employee in a non-TDP is subject to the following three types of testing for drugs only: (1) reasonable suspicion, (2) post-accident, and (3) follow-up. In addition, voluntary drug testing is authorized under Order 3910.1C for non-TDP's.

Did You Know?

The FAA employee random-testing program compares favorably with other federally mandated random-testing programs. A November 4, 1999, issue of the *Drug Detection Report* states that the random-testing program positive rate for all federally mandated random program was 2.5 percent in 1998. The FAA's random testing positive rate for 1998 is 0.33 percent. The FAA random positive percent has remained below 0.5 percent for the last 12 years. We believe the FAA's relatively low positive rate can be attributed to employee awareness that substance abuse must not be associated with safety- or security-sensitive duties, and, because the random-testing program has created a strong deterrence for FAA employees who may be susceptible to substance abuse.

1998 Calendar Year Statistics

Drugs

TYPE OF TEST	TOTAL EMPLOYEES	NUMBER OF POSITIVES	POSITIVE RATE
Random*	7,612	25	0.33%
Reasonable Suspicion	2	0	0%
Post-Accident	69	1	1.45%
Pre-employment	1,599	2	0.13%
Return To Duty/ Follow-up	645	4	0.62%

Alcohol

TYPE OF TEST	TOTAL EMPLOYEES	NUMBER OF POSITIVES	POSITIVE RATE
Random*	4,310	4	0.09%
Reasonable Suspicion	4	0	0%
Post-Accident	41	0	0%
Return To Duty/ Follow-up	1,452	2	0.14%

*Random figures are based upon:

25 percent annual test rate for drugs.

10 percent annual test rate for alcohol.

Statistics for 1999 will be reported in the next newsletter.